Identify key questions you might use in your collaborative conversation.

|  |  |
| --- | --- |
| **Key Areas** | **Observation Notes** |
| * Purpose of the Coaching Conversation | * Kenn has asked for some help with planning the work and the information needed for the Equity portion of the Site Visit at Hamburg. |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | * What would you specifically like to accomplish in completing the Equity portion of the Site Visit? * What data beyond the suggested data would you like to gather and analyze? * What facts do you already know about the Equity data in your district? * What are some different resources we might access as we do this together? |
| * *Reflective Questions* * The “what about the what” * Emotional | * *What are some of your presumptions about the data that we will collect?* * *What data are you most curious about and why?* * *What would you anticipate would be good news that is revealed after analyzing the data?* * *What would you anticipate might be bad news revealed by the data?* |
| * ***I****nterpretive Questions* * The “so what” * Brainstorming | * *How might we use the data for purposed beyond compliance?* * *How might we share the data with your staff and your district?* * *After reviewing this data, what might we learn about ourselves along with our district?* |
| * ***D****ecisional Questions* * The “now what” * Identifies specifics “next steps” to be taken | * *After we gather and analyze the data, what will be our next steps?* |
| * *Based on the Decision, what are the responsibilities of the administrator?* | *Kenn will help gather information and data for the equity visit and support asking the tough questions especially in the area of TAG.* |
| * *Based on the Decision, what are my responsibilities?* | * *My role is to collect the data in an unbiased manner and let the data drive the reflection of the equity practices of the district.* |

**Reflection on the Collaborative Conversation**

**Name: Kerry Aistrope**

**Date: 11/16/09**

**Reflect on the collaborative conversation you completed with the administrator:**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself?**

*The planning of the conversation helped me stay focused and helped me truly listen to Kenn* *when he was talking instead of crafting my next question. I think it also helped him look at the work beyond compliance and the perspective of “just get it done” as the district approaches their equity visit.*

**What was most challenging for you during the conversation? Most pleasing?**

*The most challenging part of the conversation was to not be hooked up to the internet to access my on-line forms. The most pleasing part of the conversation was the candid and relaxed conversation we had around a very tough and sensitive issue.*

**What might be some things you would do differently/the same in your next conversation?**

*I would have the conversation in a place that was more suitable, such as a quiet office without interruptions. I would still craft the questions but may look for opportunities for the other participant to offer or suggest ideas to discuss.*

**What techniques will you specifically address in your next coaching conversation?**

*I specifically want to continue to address and focus on my listening. It is something I have been practicing with other coaching conversations but it still merits more attention from me.*